VISAYAS
STATE UNIVERSITY

**DEPARTMENT OF
HORTICULTURE**
Visayas State University
Visca, Baybay City, Leyte
Email: horticulture
Website: vsu.edu.ph

FOR HIRING

(1) Associate Professor
(REGULAR)

Minimum Qualifications: (Based on VSU Qualification Standards as approved by CSC)
1. Education: <u>Doctor of Philosophy in Horticulture</u>
2. Experience: <u>At least 3 years of relevant experience</u>
3. Training: <u>At least 16 hours of relevant training</u>
4. Eligibility: <u>RA 1080 (Agriculturist)</u>

Should possess the following competencies:
<u>**Core competencies:**</u>
1. Exemplifying Integrity & Professionalism - Demonstrates high standards of professional behaviour as public servants, adhering to ethical as well as moral principles, values, and standards of public office and promotes the highest standards for individual and university performance by upholding university mandate, core values, policies and guidelines taking into consideration impact of one's actions and decisions in ensuring that public interest is upheld at all times. (Level 2)
2. Delivering Service Excellence - Complies with VSU's established standards of delivery or service level agreements and delivers explicit requirements of customers; provides proactive, responsive, accessible, courteous and effective public service to provide the highest level of customer satisfaction which exceeds customer's expectation. (Level 2)
3. Communication Savvy - Effectively delivers messages that simply focus on facts or information; receives and conveys ideas, instructions, information by using appropriate language, method and manner to ensure the audience understands the message and takes necessary action. Makes clear and convincing oral presentations to individual or groups; listens effectively and clarifies information as needed. (Level 2)
4. Interpersonal Relationship Management - Effectively communicates and interacts with colleagues, customers and clients, and work well in a team to achieve results. (Level 2)
5. Change Adaptation - Works effectively with a variety of people and situations and adapts one's thinking, behaviour and style appropriately in dealing with change. Adapting to different ways of thinking and doing things in a quick and a positive manner. (Level 2)
6. Gender Responsive Management - Promotes enabling environment for gender equality and women empowerment by creating awareness of gender and development and formulates guidelines and strategies to address gender-related problems and issues. (Level 1)

<u>**Functional Competencies: (May vary depending on the need of the department)**</u>
1. Facilitating Learner-Centered Environment - Applies theories and psychologies to facilitate various teaching-learning delivery modes to enhance learning. (Level 2)
2. Innovative Learning Strategies - Adopts principles and develops teaching strategies by designing outcomes-based course syllabi to adapt to the changing educational landscape. (Level 2)
3. Innovative Instructional Materials Development - Designs and creates learning lessons, student instructional materials, teaching-learning experiences that utilize innovative technologies in various learning environment. (Level 2)
4. Filipino Values Restoration- Revitalizes desirable Filipino values that are pro-God, pro-people, and pro-nature. (Level 4)
5. Publication Writing - Develops and produces scientific article for peer-reviewed journals by utilizing research outputs. (Level 2)
6. Maintenance Management - Develops maintenance planning and operation monitoring to effectively and efficiently deliver repair/maintenance services for buildings, facilities, equipment, machineries and vehicles. (Level 2)
7. Project Management - Facilitates smooth implementation of projects, work or activities through information collection from and provision to concerned parties, departments or individuals. Is keen and quick in understanding and dealing with a project situation in a manner that is likely to lead to a good outcome. Conceptualizes, develops, implements, and evaluates programs and projects whether routine, non-routine, ad hoc or task force assignments. (Level 3)
8. Publication Writing - Develops and produces scientific article for peer-reviewed journals by utilizing research outputs resulting to wide dissemination of information and technology. (Level 4) 9. Quality Assurance - Controls and improves, as necessary, the quality of audit/assessment/accreditation processes in accordance with prescribed quality control policies and procedures as mandated by the University and in compliance with audit and accrediting bodies. (Level 4)
10. Report Writing - Prepares and produces reports and other documents such as proposals, policies, guidelines or procedures and manuals in a clear, concise and coherent manner and in accordance with VSU standards that ensures proper documentation and presentation of information for an effective and efficient information utilization and management. (Level 4)

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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